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Before the Higher Education Committee

*In Support of* **SB 936: An Act Concerning Workforce Development** *with additions*

Senator Slap, Representative Haddad, and members of the Committee, my name is Dora Amoah. I am an RN at the Department of Corrections and I live in Norwich.

State agencies are currently facing a serious staffing shortage. As part of our proposals to stabilize state services for the most vulnerable, I am here to urge you to include 1199's "Grow Our Own" direct care nurse strategies.

One piece of the language we hope you will include in SB 936 creates and funds paid preceptor programs for nursing students and novice nurses working at state agencies.

Preceptorship is a strategy commonly used in nursing education. By definition, a preceptor is an experienced licensed clinician who supervises nursing students during their clinical rotations. His or her role is to help students translate theoretical learning to clinical practice. If the state establishes a preceptor program, we could mentor nursing students and novice nurses as they start their state service by assisting them with reality-based knowledge, skill acquisition, confidence, and professional socialization. This kind of mentorship at state facilities will provide novice nurses with the support they need to provide quality care to our patients across our state agencies- including DOC, DMHAS, DDS, DCF, and DVA. It would also help us retain the workforce that we need to provide the best care that we can to our patients. Working with 1199 to implement this policy and others that you will hear today will help restore public sector safety net healthcare services and expand them to help more residents of our state.